

Summary of Changes to Collective Bargaining Agreement

ARTICLE I Recognitions, Definitions, Membership

- Technical/editorial/legally mandated changes. Includes non-credit and not-for-credit unit members.

ARTICLE II AFT/District Relations

- Codifies AFT rights to information.
- Privacy rights for emails, District email account primary, can forward to personal account.
- Faculty guaranteed access to assigned office space during open campus hours (5:00am-11:00pm).
- Addition of new sections on Academic Freedom and Freedom of Expression.
- Addition of new section on Contracting Out.
- Delineation of Rights of Restricted Contract Faculty.

ARTICLE III District Rights and Effect of Agreement

- Consolidation of management rights.

ARTICLE IV Governance and Participation

- Delineates terms and conditions of employment for faculty serving in interim assignments.
- Allows for the election of department co-chairs.
- Clarifies election/recall procedures for Department Chairs.
- Requires Chairs to be tenured to serve except in special cases.
- Clarifies that Program Directors serve at the discretion of Management.
- Defines procedures for electing interim Chairs in case of mid-term resignation or approved leaves.
- Codifies current summer compensation rubric for Chairs.

ARTICLE V Evaluation and Tenure *Effective Spring 2015*

- General updating/editing/streamlining of language.
- Puts non-classroom faculty evaluations on equal footing as classroom faculty evaluations.
- Clarification that anonymous student comments not to be used in final evaluation score.
- Codifies the Academic Senate's role in the evaluation process.
- Clarifies the role of the college Tenure Review Coordinator.
- Refers allegations of due process violations to the grievance procedure.
- Codifies "double peer" rating when manager not available to serve.
- Codifies "double manager" rating when peer does not complete evaluation.
- Allows evaluatee to object to peer or manager in cases of bias.
- Includes student evaluations for all classes/assignments.
- Specifies timelines for all evaluation procedures, including timely reporting of results within same semester evaluation takes place.
- Adds a new optional "Self-Evaluation" component (mandatory for tenure-track faculty).
- Specifies procedures to be followed for unsatisfactory evaluations.
- Clarifies re-hire rights of tenure-track faculty as per the Education Code.
- Allows management to "opt-out" of every other tenured faculty evaluation cycle.
- Clarifies frequency and evaluator selection for part-time faculty evaluations.
- Allows part-time faculty to submit list of acceptable peer evaluators.
- Expands evaluation scale to a nine point scale by allowing "1/2" point scores.
- New evaluation form will contain a check box to acknowledge participation in SLOs.
- Expands rights of part-timers in evaluation process to more closely mirror contract faculty processes.

ARTICLE VI Personnel Files

- Clarifies confidentiality and singularity of official personnel file.

- Provides a process for requesting removal of derogatory information in personnel file after four years as provided by law.
- Ensures faculty are notified if email messages are accessed by the District.

ARTICLE VII Working Conditions *Effective Spring 2015*

- Codifies workweek requirements, Saturday assignments only by mutual agreement of faculty member and dean.
- Clarifies that non-classroom faculty can serve on committees and as student advisors as part of their assigned hours.
- Clarifies on-campus responsibilities for faculty with on-line assignments or re-assigned time.
- Faculty need to post teaching schedule at beginning of semester.
- Clarifies added LED for coaching assignments.
- Clarifies language regarding overload banking.
- Establishes a restriction on consecutive assignments without a break.
- Provides for at least 12 hours of rest between evening and next day assignment.
- Clarification of processes for Large Course Equivalency, course maximums, and Teaching Assistant hours.
- Establishes a course maximum of 40 students for online courses.
- Clarifies that unused TA hours can be shared within department or used to buy supplies or equipment.
- Codifies double LED credit for first time teaching online.
- Any mandatory online training must be compensated.
- Maximum online load of 0.70 LED unless exception approved by Vice-President.

ARTICLE VIII Faculty Service Areas, Assignment, Reassignment, Transfer, Layoff, and Reemployment

- Clarifies qualification requirements for establishment of FSA's.
- Establishes appeal process in case of denial of FSA.
- Provides for annual notification of current FSA's held.
- Clarifies administrative retreat rights.

ARTICLE IX Compensation and Benefits

- Updates outdated language.
- Parking permits available for three years for all faculty.
- District and AFT to work together to explore ways to encourage employees to use public transportation at a discounted rate.
- Allows adjunct faculty to purchase District medical, dental, or vision coverage at District rate.
- Allows faculty to purchase computer equipment from District vendors at District price.

ARTICLE X Retirement

- Provides a permanent Early Retirement Incentive whereby tenured faculty can retire, but then continue to work at up to 35% of her/his contract salary for up to 10 years.
- Retired tenured faculty will not be able to bump adjunct faculty members once they have completed the Early Retirement Incentive program.

ARTICLE XI Part-time Faculty *Effective Spring 2015*

- Redefines re-employment preference providing for a stricter seniority system and allowing for protected assignments up to the maximum allowable LED (60-67% in most cases).
- Includes non-classroom assignments in re-employment preference.
- Improves notice requirements in the case of course cancellation.
- Mandates that adjunct office space be included in all new building or renovation plans.
- Ensures all adjunct faculty are made aware of option to join CalSTRS in lieu of the FBC-3121 plan.
- Guarantees up to six part-time faculty an interview as tenure-track vacancies are announced.
- Allows adjunct faculty unit to hold an election to join SDI.

ARTICLE XII Summer and Intersession

- Establishes an order of offering summer and intersession assignments based on seniority.

ARTICLE XIII Leaves of Absence

- Clarifies leave of absence requirements.
- Clarifies when substitute instructor becomes the instructor of record.
- Establishes new pool of donated leave for catastrophic illnesses so that privacy can be maintained for those requesting donated leave.
- Expands catastrophic sick leave to include care for critically ill family members.
- Provides adjunct faculty with same personal leave allowance as for contract faculty.
- Expands bereavement leave provisions.
- Expands family care leave to include domestic partners.
- Aligns FMLA/CFRA qualifying leaves with existing law.
- Establishes criteria and legal requirements for industrial accident and illness leave (workers' compensation).

ARTICLE XIV Sabbatical Leave

- Codifies current sabbatical leave practices.
- Establishes new leave option of 50% leave for two consecutive semesters at full pay (upon approval of Academic Senates).
- Codifies Academic Senate role in Sabbatical Leave process.

ARTICLE XV Professional Growth Activities

- Parties to continue negotiations on this new article covering intellectual property rights post-ratification.

ARTICLE XVI Conference Attendance

- Clarifies conference and travel criteria.

ARTICLE XVII Safety

- Clarifies what faculty rights are with respect to assault on a faculty member.
- Strengthens Faculty rights with respect to disruptive or threatening students.
- Establishes a commitment to develop ergonomic standards for faculty.

ARTICLE XVIII Grievances

- Clarifies and streamlines grievance procedure.
- Establishes permanent panel of arbitrators.
- Clarifies rights of faculty during appeal of discipline.

ARTICLE XIX Discipline and Due Process

- New Article delineating causes for discipline and faculty due process rights.

ARTICLE XX Savings Clause/ Support of Agreement

- Minor editorial changes.

ARTICLE XXI Not-For Credit Instructors

- Establishes terms and conditions for not-for-credit community service instructors.

ARTICLE XXII Duration and Conditions

- Legal updates, term of agreement November 1, 2014 through June 30, 2017, with the exception of Articles V, VII, and XI which become effective Spring 2015, re-opens to implement the economic provisions of the Resource Allocation Formula.